Supporting Commanders, Serving Soldiers, taining

Army G1
Worldwide Retention Conference
30 October 2006

Bottom Line

… fighting War
… keeping Peace
… deterring Aggression
… providing Assistance

- **Our current initiatives are driven by the Army's Top Three Priorities.**

- **Win the Long War while sustaining the All-Volunteer Force** – recruit and retain soldiers while providing a quality of life commensurate with quality of their service.

- **Accelerate the Future Combat Force Strategy** – resource and execute modular force conversions as rapidly as possible, enable early spinout of Future Combat Systems technologies, and execute the global restationing plan of the Total Army.

- **Accelerate Business Transformation and Process Improvements** – apply the principles and practices of Lean Six Sigma.

- **Our Soldiers, families, civilians, and contractors--of all Components--are key in reaching our most important goal…unit readiness.**

- **Our transition will be to a "Steady State" Army with more predictability and unit-focus…with deployable soldiers in deployable units…but it will take some time to get there.**

- **We appreciate your contribution…and need your**

G-1 Strategic Objectives

Manning the Force – Sustain the All-Volunteer Force

- Recruiting
- Retention
- Endstrength

Supporting Commanders in the Field

- Army Force Generation (ARFORGEN)
- Lifecycle Management
- Training Teams

Transforming the Force

- Filling new Brigade Combat Teams
- IGPBS/BRAC
- National Security Personnel System (NSPS)
- Mil-to-Civ Conversion
- Mobilization and IRR
- HR Transformation
  - ★ Defense Integrated Hu
    Resource System (DIMHR
  - ★ Personnel Services
    Delivery Redesign (PSDR

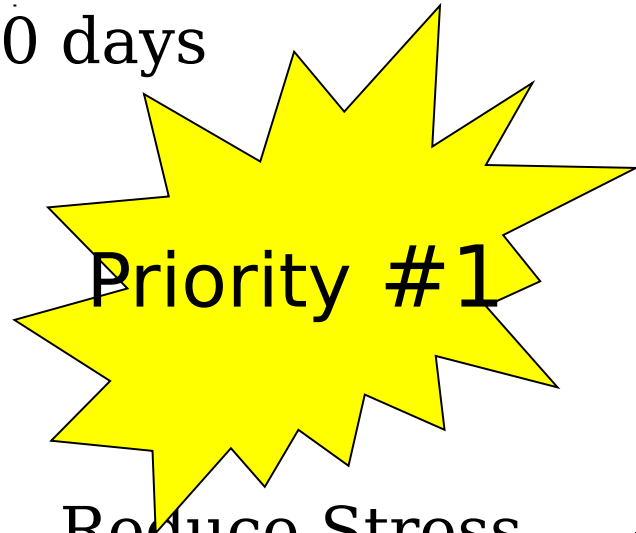
Taking Care of Soldiers and Families

- Deployment Cycle Support
- Army Wounded Warrior (AW2) Program
- Compensation; Entitlements; Benefits

We have earned the trust of the Nation and the soldier--and We must keep it!

Recruit & Sustain the All-Volunteer Force

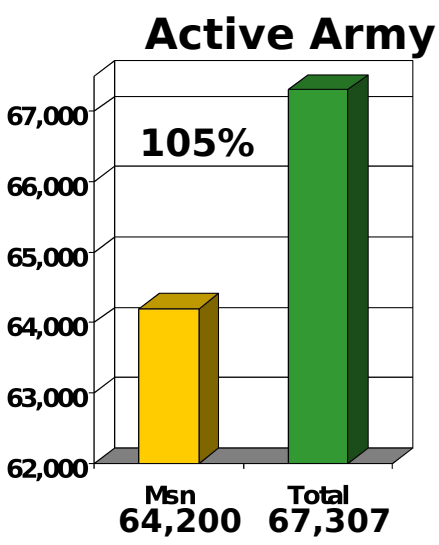
- Sustain deployed units
- Set deploying units and Training Teams
- Reset redeployed units--Stabilized 90 days
- Increase Accessions and Retention
- Support Casualties
- Increase Stability and Predictability—Reduce Stress

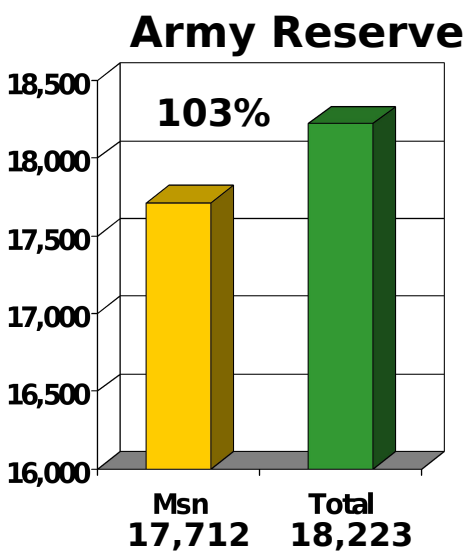


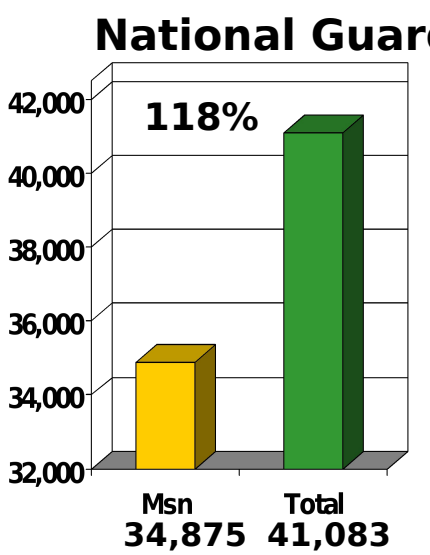
Retention Program Success

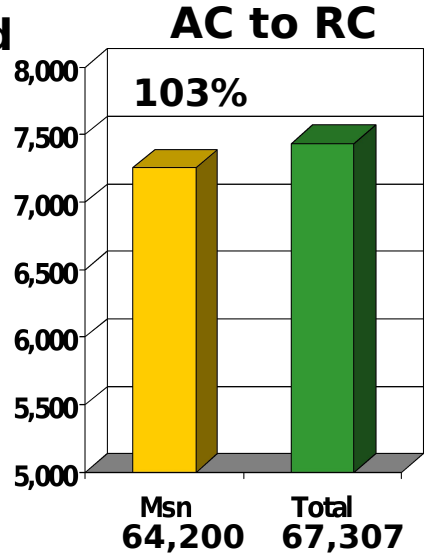
FY06 Accomplishments

- Retention is a Commander's Program
- Since 2002 we have exceeded our total Army retention goal every yea culminating with 108% overall (AC, USAR and ARNG) in 2006
- First time in four years that the Army has achieved its AC to RC missio
- FY07 will be as challenging as FY06









FY07 Retention Missions

Active Army	Army Reserve	National Guard
Mission: (62,200)	Mission: (16,571)	Mission: (37,578)
Initial: 25,502	Initial: 5,103	Initial: 11,991
Mid: 21,770	Career: 11,468	Career: 25,587
C		

We Must:

- ✓ Retain Soldiers with combat experience
- ✓ Reduce increased requirements on the training base associated with recruiting a larger Army
- ✓ Provide stability for units earmarked for deployment
- ✓ Provide predictability and stability to Army Soldiers and their Families
- ✓ Transition Soldiers separating from the Active Army into reserve components

AC to RC

Mission: (8,515)
Enlisted: 7,887
Officer: 625

FY07 AC to RC Mission is a 15% increase over the FY06 Mission

Thoughts on Retention

- **Keep the faith…we are undergoing challenging tir and the pace will not lessen.**
- **Realize that you make a difference…for our Army and our Nation.**
- **Continue to focus retention efforts on retaining S with combat experience**
- **To remain Army Strong, we require overproductio**

U.S. Army Wounded Warrior Program (AW2)

Mission:

AW2 provides a system of advocacy and follow-up to severely injured and ill Soldiers; providing they and their families with personal support during their rehabilitation and transition back to military service or into the civilian community.

Intent:

- **Assist our Wounded Warriors in becoming self-sufficient**
- **Assist Soldiers and their families in accessing critical resources**
- **Facilitate Soldiers' and families' contact and coordination with external supporting agencies (VA, Labor, Veteran Service Organizations, etc.)**
- **Manage individual cases and ensure maximum support to all**

rs

www.ArmyDS3.org; 1-800-833-6622

Taking Care of Soldiers

Thank You
for Answering
our Nation's Call
to Duty
Let's Talk!!
Call to Duty -- Growing and Maintaining the Force while our Army is at War